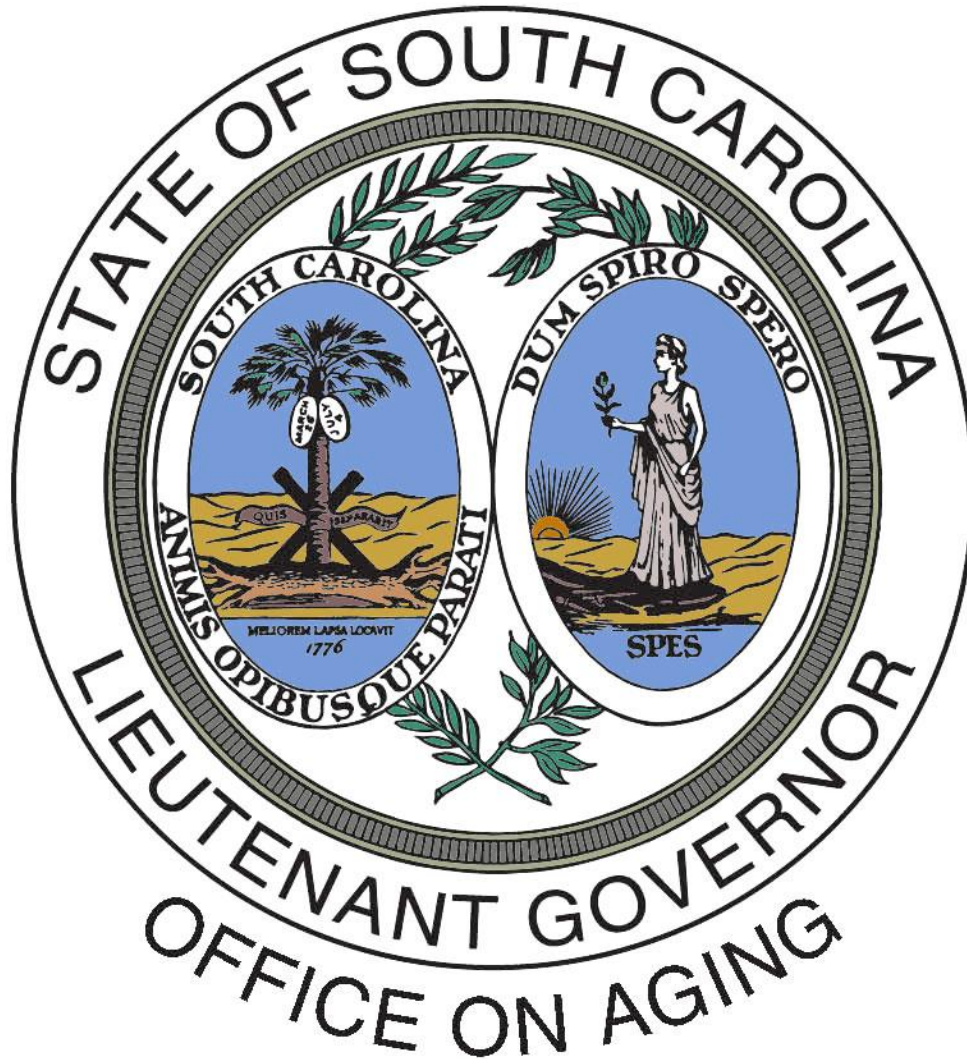


LIEUTENANT GOVERNOR'S OFFICE ON AGING



STATE PLAN

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM SCSEP

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Introduction

The Lieutenant Governor's Office on Aging, hereafter referred to as LGOA, is a state agency under the auspices of the Lieutenant Governor. The governmental entity, LGOA, is the designated agency to administer all Older American Act (OAA) programs including Title V-Senior Community Service Employment Program, hereafter referred to as SCSEP. The mission of LGOA is to provide statewide leadership by utilizing resources effectively to promote health and the well-being for South Carolinians ages 55 and over. The agency fulfills its mission by setting policy, building partnerships, providing program oversight, and ensuring fiscal accountability to promote a system of quality health and human services. The goal of South Carolina SCSEP is to provide participants with the training, experience, supportive services and information needed to improve their lives generally and specifically to become economically self-sufficient, realize their goals and obtain substantial long term-employment.

The 2016-2019 South Carolina SCSEP State Plan is being submitted as a *stand-alone plan*, however, many organizations, as well as individuals will work with SC SCSEP to ensure program goals are met. The adult educational system and the technical schools partnered with LGOA SCSEP in a pilot project to provide computer training for participants. This collaboration produced results that were immediately apparent and laid the groundwork for expanding the SCSEP to provide intensive one-on-one training in the computer field. LGOA efforts to expand community partners is an on-going activity. Specifically, LGOA in conjunction with its sub-grantee, Goodwill Industries of the Upstate/Midlands, SC, Incorporated, hereafter referred to as sub-grantee, planned collaborative endeavors with programs, businesses, and local governmental entities. The chart below list partners who have either worked with or have pledged to work with South Carolina SCSEP.

Community Partner List 1.1

American Red Cross	Babcock Center
Batesburg Center	Batesburg Leesville Andre Bauer Senior Center
DHEC Lexington County Health Department	Food for the Soul
GIUMSC	Habitat for Humanity Restore
Kershaw County	Lexington County COA
Lexington Interfaith Community Services	Lourie Center
Palmetto Health	SC Works
The Camden Bargain Basket	Town of Lexington
The Parenting Place	Senior Centers of Cherokee
Pickens County DSN Board	Community Works
Department of Social Services	Chapman Cultural Center
Baptist Easley Hospital	Housing Authority of Florence
Alston Wilkes Society	Applachian Council of Governments
Baskerville Outreach	City Marion
Dillon County Council for Aging	Family Justice Center
Friendship Place	Goodwill Industries of the Lower SC
Horry County School District	Marion County School District
County of Sumter	Waccamaw EOC
Santee Wateree RTA	Technical Education System

The *State Plan* provides a four year blueprint for South Carolina SCSEP, identifies stake holders with their respective roles, and define goals to be accomplished as well as desired results.

A Look at South Carolina

According to the United States Census Bureau, as of 2015, South Carolina has an estimated population of 4,896,146. This which is an increase of 63,664 from the prior year and an increase of 270,782, or 5.85 % since the year 2010, the year the most recent census was taken. Immigration from outside of the United States accounted for a net increase of 1,036,401 people, and migration within the country produced a net increase of 115,084 people. South Carolina immigration rate has steadily increased since 2010. Currently South Carolina is ranked 26 of the most populous states in the nation. There are approximately 610,273 people between the ages of 55 and 84 which represent 14% of the population and another 42,517 who are 85 and older. The US Census Bureau predicts the 65 and older population will grow from one in eight Americans today to one in six by 2020. The mature adult population will total 53.7 million representing a 53.8 % increase over the most current figure of 39.7 million mature adults. South Carolina ranks 29th with 12.60 % of its population 65 and over. This population is projected to reach 1,134,459, or 22% of the population by 2030. The total white population is 3,060,000 or 66%, according to the University of South Carolina's Arnold School of Public Health, Consortium for Latina Immigration Studies, South Carolina's foreign-born population grew faster than any other state between 2000 and 2005. The consortium reports that the number of Hispanics in South Carolina is undercounted by census enumerator and may be more than 400,000. Total white population 3,060,000 (66%), Black/African American 1,290,684 (27%)

South Carolina is considered a rural state with 46 designated counties. The most populous counties are: Greenville, Richland, Charleston, Spartanburg, Horry, Lexington, York, Anderson, Berkeley and Beaufort. See the chart below for more details.

Largest Population Counties in South Carolina 1.2

County	Population 2011
Greenville	467,279
Richland	381,116
Charleston	356,694
Spartanburg	280,868
Horry	276,340
Lexington	267,129
York	230,528
Anderson	189,488
Berkeley	183,524
Beaufort	164,684

The state is divided into six geographical regions. The **Blue Ridge Region** is mountainous with many forest, which contain hardwood as well as streams and waterfalls. It is picturesque, especially in the fall of the year and attracts many tourist. The **Piedmont Region** is the foothills of the mountains. This region was once a booming farming area of the state. The **Sandhill Region** includes flat lands and sandy soil. The **Inner Coastal Plain** and the **Outer Coastal Plain** makes up two-thirds of South Carolina. The sixth region is the **Coastal Zone**, which encompasses a ten mile stretch of land from the Atlantic Coast inland. It also includes barrier islands, natural harbors and marshlands.

South Carolina median household income is \$45,238, this figure is \$8,419 lower than the median US household income. South Carolina per capital income is \$24,596, compared to the US per capita income of \$28,889, South Carolina is \$4,293 lower. According to the most recent census data relative to educational attainment; South Carolina high school completion rate is 83.6 %, and ranks 40 out of 52 states. The state does a little better in obtaining a Bachelor's degree, 24.3 % and holds a national ranking of 37, advanced degree acquisition ,8.4%, national ranking of 35. According the most recent census data available, 17 out of 100 people in South Carolina are poor. The percent below poverty varies from 6.3 % in Beaufort County to 27 % in Allendale County. Poverty is especially high among older women and African Americans. South Carolina unemployment rate as of March 2016 is 5.7 percent. The unemployment rate is 5.7 as of March 2016, compared to the nation rate of 5%. South Carolina has gained two points since September 2015.

South Carolina's population is aging. In 2000, the state's median age was 35.4. In 2010 it increased to 37.9 and it is projected to be 40.3 in 2020. Those age 55 or older grew by 41.6 % from 2000 to 2010, accounting for 58.3 % of South Carolina's population increase over that period. This population is expected to grow by 30.5 % between 2010 and 2020.

According to the South Carolina Council on Homelessness, there are approximately 10,000 homeless persons in South Carolina, with the largest increase occurring since 2010. The homeless population is aging and creating social ills that are typically associated with poverty. SCSEP is always evolving to meet the needs of its target population; providing training and employment opportunities for the homeless in future years may become a focal point of SCSEP. See charts below for additional age and population data.

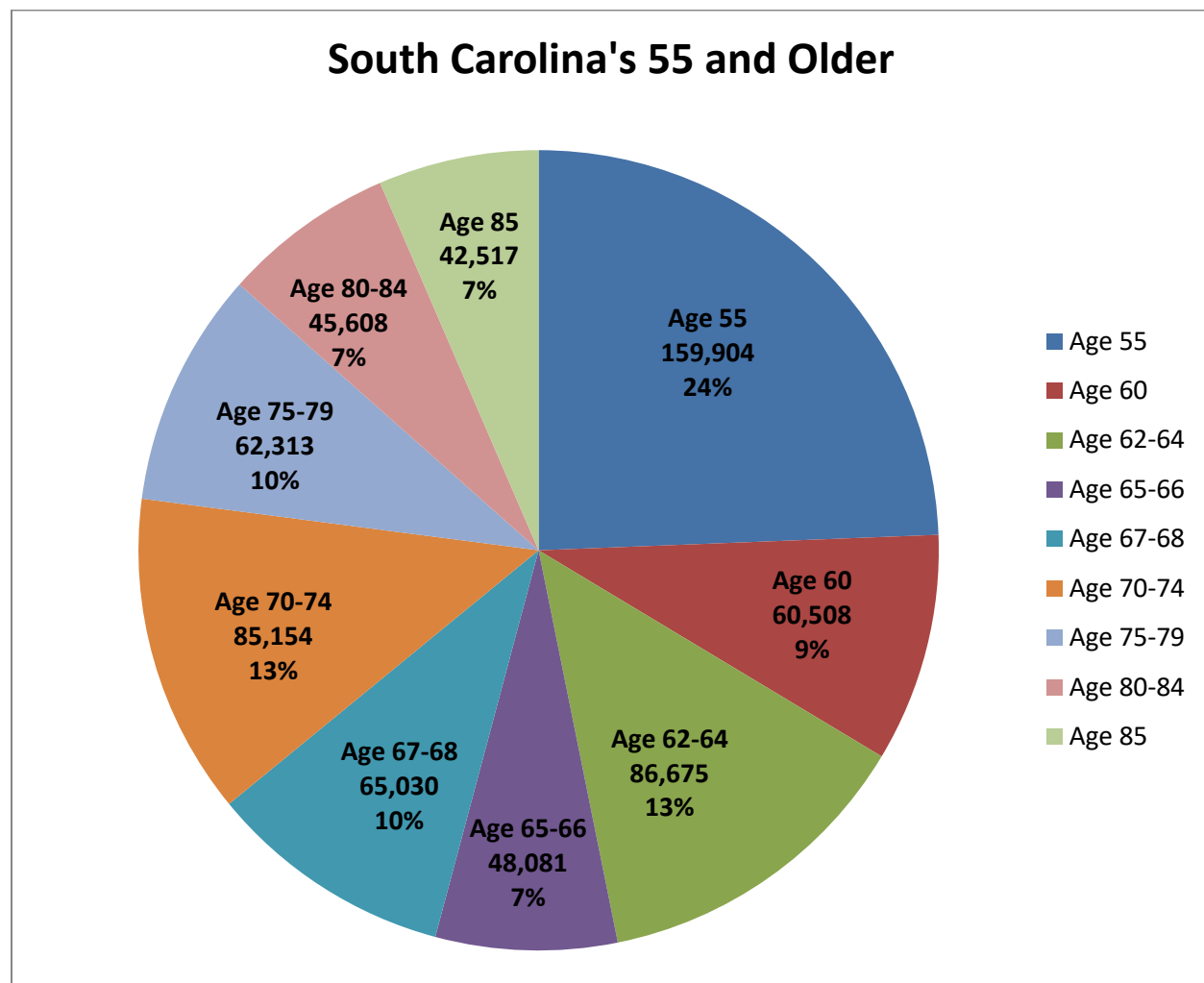


Chart 1.3

1.4 Projected Percent of Population Age 65 and older: 2000, 2010, and 2030

	2000		2010		2030	
	Percent	Rank	Percent	Rank	Percent	Rank
South Carolina	12.1	32	13.6	26	22.0	15
United States	12.4	(x)	13.0	(x)	19.7	(x)

1.5 Census 2000 and Projected 2030 Population and Change: 2000 to 2030

	Census 2000		2030 Projections		Change: 2000 to 2030		
	Population	Rank	Population	Rank	Number	Percent	Rank in State Change
South Carolina	4012012	26	5148569	23	1136557	28.3	19
United States	281421906	(x)	363584435	(x)	82162529	29.2	(x)

**Statistical data obtained from the South Carolina Department of Commerce*

I. Economic Projections and Impact

A. *Long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers*

South Carolina, like most of the country, was impacted negatively during the recession that began in 2007. However, since 2010 there has been some progress made and the development efforts in South Carolina are notable. In some instances South Carolina is keeping pace with the nation in its recovery efforts and in some instances South Carolina has taken the lead.

South Carolina, like many states, is diverse in terms of its revenue sources, therefore, it is important to take a brief look at each *Workforce Investment Region*. There are 11 Workforce Investment regions in South Carolina. These entities keep abreast of all data for their regions: population, housing stock, education, businesses, economic development and employment trends. This information is important to the SCSEP as participant goals and individual employment plans (IEPs) are developed.

Pee Dee Workforce Investment Region (Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro Counties)

The Pee Dee Region, unfortunately, has seen a labor force decline (-0.4), at the same time, the losses were somewhat offset by growth in healthcare industries, administrative and support services. While much of the job losses have occurred in industries paying low wages, the growing sub-sectors (customer service centers, food processing, warehousing) are also attracted by the low wage rates of the region.

Santee-Lynches Workforce Investment Region (Clarendon, Kershaw, Lee and Sumter Counties)

This region has seen a significant increase in healthcare and nursing care employment. There has been growth in the construction industry as well as chemical manufacturing. Historically, this region relies on manufacturing industries for economic development.

Catawba Workforce Investment Region (York, Catawba and Lancaster)

This part of the state is in close proximity to Charlotte, North Carolina and shares a part of the financial services cluster; employment in the credit intermediation industry (lending and debt collection) and has been significant in the region's economy since 2000. The region continues to grow in the information services industry and various manufacturing subsectors as well as economic development projects which gives this region a diverse economy.

Trident Workforce Investment Region (Berkeley, Charleston, and Dorchester Counties)

This region of the state encompasses one of the largest tourist areas and its labor force statistics are strongly affected by the seasonality of the tourism industry. This area had a 400% growth in transportation equipment manufacturing employment between 2000 and 2010 and the Boeing

expansion created over 4000 jobs in the same industry during the past 5 years. This area of the state will continue to drive economic growth in the region over the next decade. This area has had a 50% growth in the following: professional, scientific and tech services

Greenville Workforce Investment Region (Greenville County)

This region of the state has been hit hard, for over a decade, by the decline of certain manufacturing subsectors (machinery, plastics and rubber). Industrial recruitment has been aggressive and has attracted international companies with high wage job opportunities, like BMW. The economy is strong and shows significant growth for the coming decade.

Lower Savannah Workforce Investment Region (Aiken, Allendale, Bamberg, Barnwell, Calhoun, and Orangeburg Counties)

This region has experienced low labor force growth over the last decade, compared to the rest of the state. During the last decade over 3000 jobs were lost in the machinery manufacturing, textile and apparel manufacturing industries. Since 2010, economic development announcements in same or similar industries will increase employment opportunities for those workers that have been forced out of work.

LowCountry Workforce Investment Region (Beaufort, Colleton, Hampton, and Jasper)

The LowCountry is a tourist area and is one of the fastest growing regions in the state. This growth is attributable to drastic seasonal employment patterns, high growth in retail employment (food service, clothing stores, merchandise) and an increase in the labor force. Additionally, this area has attracted a number of economic development projects, which has seen an influx of information services firms. This area has shown a 644% increase in professional, scientific and technical services employment since 2000.

Upstate Workforce Region (Cherokee, Spartanburg, Union,)

This region has been plague by textile foreclosures which increased the unemployment rate. A significant number of workers displaced were 50 and older, approximately, 46 percent.

Midlands Workforce Region (Fairfield, Lexington, Newberry and Richland Counties)

The region encompasses the city of Columbia, which is the state's capitol. Government workers make up the largest employed sector. However, a large segment of employment growth over the past 10 years has occurred in the financial services and insurance industries. Healthcare and certain retail subsectors have also shown strong growth during the past 10 years.

Worklink Investment Region (Laurens, Anderson, Oconee, Newberry Greenwood, Abbeville, McCormick, Edgefield, Saluda)

This region is undergoing major changes in its economy. The region has sizeable job losses in the textile industry and expects growth in the advanced materials cluster developing around Clemson University. The economy is rebounding as a result of growth in healthcare.

Waccamaw Workforce Investment (Horry, Georgetown and Williamsburg Counties)

This region is one of tremendous contrast, Williamsburg County is one of the poorest counties in South Carolina. Horry is a mix of very poor and very wealthy residents. This region is a tourist area on the coast and largely depend on seasonal employment.

South Carolina has attracted more jobs through industrial recruitment than any other state in the Southeast. According to the South Carolina Department of Commerce Activity Report, the state has attracted over 18,000 jobs in 2009 and 67,000 for the succeeding years. Most recently the state is once again establishing itself as a manufacturing hub, with the acquisition of BMW and Boeing. Volvo, the manufacturer of Volvo cars, selected the Charleston area for the location of its North American plant in 2015.

South Carolina attracts new industry for several reasons: it's economically profitable for businesses to locate in South Carolina- lowest priced industrial electricity rates, among the top 10 in lowest labor cost, the ninth lowest corporate tax rate, the third lowest unionization rate in the United States; aggressive recruitment activities, the deep-water port at Charleston, with the ability to accommodate large ships, access to 75% of the country's population within 1,000 miles, an efficient rail system and five interstate highways. Additionally, South Carolina has a rapidly growing workforce, several highly-ranked research universities and sixteen technical colleges.

According to the South Carolina Department of Commerce, South Carolina has a transforming economy. Data indicate future employment growth in the following areas: high technology manufacturing, scientific, management and consulting services, healthcare and the transitioning from production related occupations to service occupations. The continual development of higher education and technical educational systems is critical to keep abreast of a changing economy.

Other indications of a positive economic recovery is the decrease unemployment rate, fewer claimants for unemployment insurance as plant layoff and closure activities took place, increase in hiring and job postings by private employers, an increasing use of temporary workers, a transition of the manufacturing industry from labor-intensive, and a shift of occupational mix towards high-skilled workers.

South Carolina's Workforce Study (State Board for Technical and Comprehensive Education) conducted an electronic survey. The survey produced valuable information for an economic analysis as well as the impact the economy will have on its citizenry in the coming years. The report was published in February, 2015. The top five industries represented in the electronic survey were: (1) advance manufacturing, (2) other/manufacturing, distribution, agriculture, childcare and pharmacy, (3) construction, (4) healthcare, and (5) hospitality and tourism. The size of the companies : 33 percent were companies with 300 or more employees; 33 percent had 100-300 employees; 15 percent had 50-100 employees; and 19 had less than 50. The chart below shows a summary of the results.

1.6 Chart Survey Results

Question	Percentage responded	Response
Expected Growth	71%	Add at least 10 people next 2 years
	74%	10 People next 5 years
	83%	Expect Attrition due to retirement
Recruiting Sources	68.66%	Online Recruiting websites like monster & Career Building
	53.73%	Technical College Career Centers
	52.74%	SC Works Center
Training Providers	73.74%	In Home Training
	53.54%	Tech Schools
	29.29%	Vendors

What follows, in chart form, is a more detailed look at South Carolina's workforce in terms of current and future employment opportunities.

1.7 Workforce Data

Series Code	Title	2009	2014	2014-2009	Percent Growth
00000000	Total nonfarm	1,815,100	1,948,600	133,500	7.4%
05000000	Total private	1,467,500	1,592,300	124,800	8.5%
06000000	Goods-producing	305,400	316,300	10,900	3.6%
07000000	Service-providing	1,509,700	1,632,300	122,600	8.1%
08000000	Private service-providing	1,162,100	1,276,000	113,900	9.8%
10000000	Natural resources and mining	4,100	3,900	-200	-4.9%
20000000	Construction	87,500	82,300	-5,200	-5.9%
30000000	Manufacturing	213,800	230,100	16,300	7.6%
40000000	Trade, transportation, and utilities	348,200	373,100	24,900	7.2%
50000000	Information	27,200	26,500	-700	-2.6%
55000000	Financial activities	100,800	96,500	-4,300	-4.3%
60000000	Professional and business services	199,700	254,100	54,400	27.2%
65000000	Education and health services	208,400	225,800	17,400	8.3%
70000000	Leisure and hospitality	208,500	228,500	20,000	9.6%
80000000	Other services	69,400	71,700	2,300	3.3%
90000000	Government	347,600	356,300	8,700	2.5%

Source: US Bureau of Labor Statistics, Current Employment Statistics (CES) Program

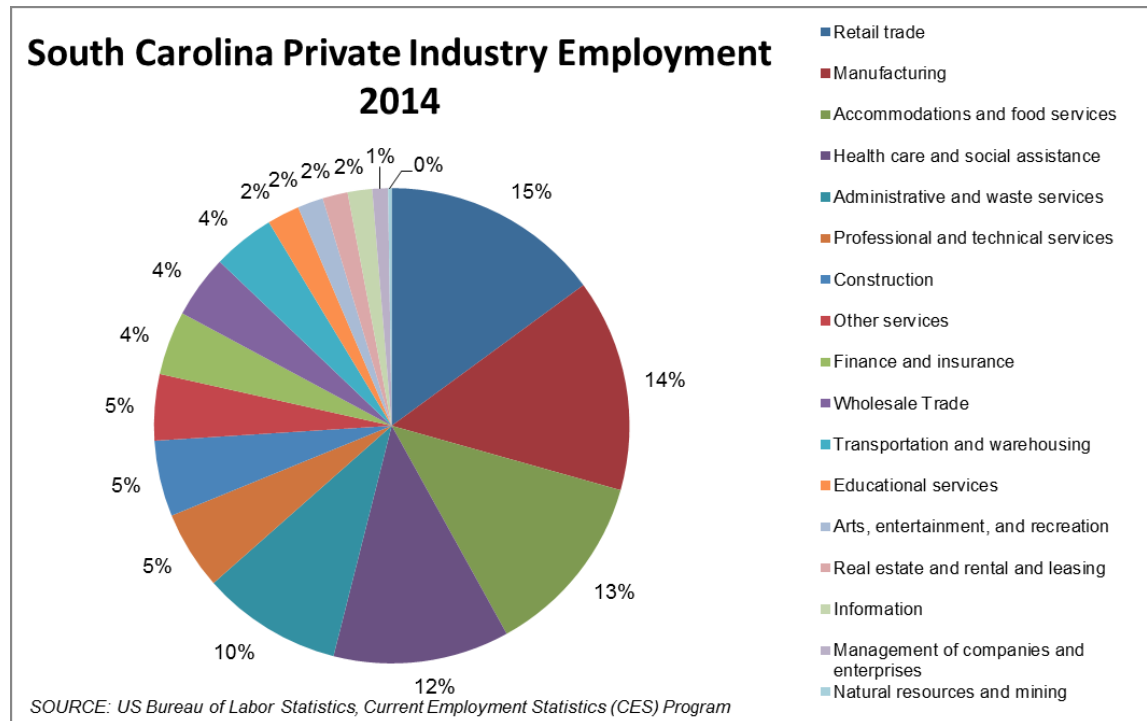


Chart 1.8

1.9 South Carolina Industry Employment Projections to 2022

Industry	2012 Estimated Employment	2022 Projected Employment	Total 2012-2022 Employment Change	Total Percent Change
Total, All Industries	1,983,585	2,212,392	228,807	11.54%
Construction	77,510	99,892	22,382	28.88%
Health Care and Social Assistance	225,765	284,803	59,038	26.15%
Professional, Scientific, and Technical Services	79,490	97,807	18,317	23.04%
Administrative and Support and Waste Management	139,778	168,228	28,450	20.35%
Transportation and Warehousing	50,860	59,728	8,868	17.44%
Real Estate and Rental and Leasing	25,420	28,727	3,307	13.01%
Finance and Insurance	65,868	73,640	7,772	11.80%
Educational Services	164,216	182,632	18,416	11.21%
Arts, Entertainment, and Recreation	26,543	29,495	2,952	11.12%
Other Services (except Public Administration)	81,310	90,317	9,007	11.08%
Wholesale Trade	65,769	72,188	6,419	9.76%
Accommodation and Food Services	190,193	207,650	17,457	9.18%
Mining, Quarrying, and Oil and Gas Extraction	1,148	1,246	98	8.54%
Utilities	12,125	13,108	983	8.11%
Retail Trade	226,368	243,921	17,553	7.75%
Information	25,715	27,332	1,617	6.29%
Public Administration-Local	68,729	72,819	4,090	5.95%
Management of Companies and Enterprises	16,435	17,332	897	5.46%
Agriculture, Forestry, Fishing and Hunting	28,935	29,792	857	2.96%
Manufacturing	220,007	220,893	886	0.40%
Public Administration-State	41,162	41,003	-159	-0.39%
Public Administration-Federal	27,940	24,499	-3,441	-12.32%

SOURCE: SC Department of Employment and Workforce, Industry Employment Projections Program

B. Describe how the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skills training to be provided

There will be several approaches used to ensure the services provided by South Carolina SCSEP is relevant to the goals of SCSEP and to accomplish the ultimate goal of preparing participants to secure unsubsidized employment.

Keep abreast of current long-term employment projections for the state

The SCSEP state manager will keep abreast of current data that analysis trends for employment opportunities for South Carolinians. The data source will be the annual plans developed by each workforce investment zone in South Carolina. This information will allow for annual program planning.

Discuss long-term employment projections during the annual orientation for both SCSEP sub-contractor(s) and for SCSEP participants

At the beginning of the 2016-17 SCSEP program year, employment projections and trends will be discussed with sub-contractor(s) during the annual orientation. In addition, at least one training session will be held to ensure that the sub-contractor(s) have the tools to interpret and incorporate the information into services provided by SCSEP. For example, when developing the IEP for participants (individual employment plans) and determining host agency assignments, the focus will take into account how best to train a participant to be competitive in the job market for their respective region in South Carolina.

Recruit host agencies that can provide the best service and training experience for current as well as future jobs

Sub-grantees will be expected to use the long-term projection data to help identify those agencies and programs that will provide service and training opportunities that are relevant and thereby increasing opportunities for SCSEP participants to achieve their ultimate goal.

Work collaboratively with the work ready program in South Carolina counties to ensure SCSEP participants are able to participate

South Carolina currently has 42 counties that have been certified as Work Ready Communities (SCWRC) and leads the nation with the most certified Work Ready Communities. The Work Ready Community Program is providing employers with a skilled workforce. This skilled workforce help influence companies looking for a place to call home and has the potential to put more people to work every month. To become a South Carolina Work Ready Community, a county must reach or exceed goals in earning National Career Readiness Certificates (achieved through WorkKeys® testing), must meet or exceed the three-year graduation rate average or improvement percentage, and must engage business support. The Work Ready Community program goal is similar to that of the SCSEP and to work closely with this initiative is a win-win for all stakeholders.

Work with the South Carolina's technical educational system

To ensure SCSEP participants are competitive, South Carolina SCSEP will continue to work with the technical education system in South Carolina. The tech system ,usually, develop specialized programs for specific skills based of the request of a company/business that have made plans to locate to South Carolina and desires an existing trained workforce. Working with the tech systems gives us valuable information and a venue to train SCSEP participants.

Work with the adult education system in South Carolina

South Carolina SCSEP has established a partnership with the adult education system statewide. They have provided computer training, courses to develop readings and a program for participants to obtain a high school diploma.

Strengthen the relationship with the South Carolina Department of Employment and Workforce

The South Carolina Department of Employment and Workforce (DEW) is a state agency that is charged with putting South Carolinians to work. The agency invests in building a pipeline of quality workers, matches workers with jobs and is a bridge for individuals who find themselves out of work for no fault of their own.

Other activities will include but not be limited to the following:

- Match participants to in-demand occupations where possible
- Increase participation in the “on the job training” (OJT) programs
- Continue to advocate for alternative education and training methods (virtual learning and apprenticeships)
- Continue to advocate for the older worker in the community
- Continue to work on creative partnerships with groups that advocate and provide services to veterans and people with disabilities
- Continue to house SCSEP field staff within SC Works Centers, where possible
- Encourage field staff to work closely with the SC Works staff in their respective service areas
- Continue to work with host agencies in developing meaningful training assignments
- Continue to seek the best jobs for SCSEP jobs
- Continue to partner with the Department of Employment and Workforce in SCSEP related/ and employment activities

- Continued emphasis on strengthening and voicing value to soft skills acquisition (communication, problem solving, teamwork, flexibility, the desire to learn new skills)

C. Discuss the current and projected employment opportunities in the State and the types of skills possessed by eligible individuals

The data obtained from the South Carolina Department of Commerce and the Workforce Investment Zones indicate there will be growth in certain industries in South Carolina. The state is diverse, as discussed in the introduction as well as the economic projections section, therefore, employment opportunities and skills needed will vary across the state. For example, in the Pee Dee Region, there is a need for heavy and tractor-trailer truck drivers, currently there are approximately 500 job openings, there are approximately 286 registered nurse jobs available, and approximately 100 openings for first line supervisors of retail sales workers. In the Lower Savannah area, the top job prospects are in sales and related occupations, office and administrative support, production management occupations and careers in education. In the Santee-Lynches area of the state, the top jobs are in manufacturing, health care and social assistance, and retail trade. However, projections for 2022 the landscape changes a little; the three top job getters are health care and social assistance, construction and educational services.

South Carolina continues to experience consistent population growth which has and will continue to drive growth in the retail arena. Increased demand in healthcare will grow as a result of increased growth of the senior community. By year 2017, 50% of the population will be 50 years of age and over. The trend for outsourcing business services and the development of smaller businesses, will increase the demand for professional service jobs, particularly in the contract and temporary service area. South Carolina has a strong tourism trade in certain parts of the state. This industry is expected to continue to grow, which will increase the demand for tourism related jobs. Many of these jobs are seasonal and low paying jobs. Manufacturing is rebounding and the trend is expected to continue, providing more employment opportunities for South Carolinians. There continues to be an increase development in distribution and port facilities, therefore, employment in logistics and transportation related fields are trending. Many of these jobs and other jobs requiring technologies will require higher skill levels.

Many areas in South Carolina are rural and unfortunately some of these rural areas have not and will not see the growth and positive economic impact the state, generally, has been experiencing during the past six years. The rural counties and poor counties will continue to be adversely affected with population decline, closing of businesses and increased job losses. Soft skills, as exemplified by older workers is still projected to be a desirous commodity in the workforce. Soft skills can be obtained and/or updated during the community service assignments. Additionally soft skills can be acquired in a relatively short period of time.

The overall projected employment opportunity data indicate the top jobs for the state will be in the following categories: Health and Medical, Food Preparation and Serving Related Occupations, Retail and Sales, Construction and Extraction, Productions, Office Administration, Management Occupations, Business and Science, Education and Training and Library Occupations. A number of the jobs listed will require a high school diploma, less than 5 % will require less than a high school diploma. A number of jobs will require specialized skill training, approximately 40 percent.

South Carolina SCSEP program managers will work closely with participants to determine their

employment goals, develop strategies to reach stated goals, identify supportive services needed, share job projection information, assist participants in acquiring the skills necessary to be competitive in the workforce. This type information is vital, for example, in determining host agency assignments. Regardless of a participant's goal, if appropriate, each participant will be offered an opportunity to increase their reading and math skills as well as obtain a high school diploma or equivalency.

II. Service Delivery and Coordination

The information that follows has not substantially changed since the most recent submission of the SCSEP State Plan. The collaborative efforts and coordination activities have worked well for the SCSEP in South Carolina, due to the longevity of the relationships developed and the positive results derived. Consistent communication has proven to be a valuable strategy which has contributed to the strengthening of the partnerships created.

Provide a detailed description of what actions will be taken to coordinate SCSEP with other programs. Specifically:

1. Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIA one-stop delivery system and its partners to serve individuals aged 55 and older (20 CFR 641.302(g), 641.3325 (c))

Goodwill Industries will continue the practices implemented four years ago of working closely with local resources including WIA. For example, SCSEP participants participated in a job fair, sponsored by the one-stops in the Greenville area. Meetings will be held in the one-stops to continue to coordinate similar activities.

Workforce Investment Boards and Workforce Development Center arrangements will vary from region to region. The most typical arrangement will look like the following: sub-grantees designated staff will be located in workforce development centers and serve as the primary point of contact for older job seekers. In most cases, sub-grantees receive the space at no cost along with furniture, computers, copiers and access to phone systems. Sharing of resources is a key component to the collaboration efforts. Sharing of resources allows for maximization of the SCSEP grants in South Carolina. Sharing of resources allows for more cost effective services to more participants without exhausting or even, in some instances, using grant funds. This is a practice that has worked well in previous years and will be continued in the future. However, adjustments will be made as appropriate.

This partnership arrangement will also greatly benefit the workforce centers. SCSEP participants are routinely assigned to local centers to provide valuable services while being trained for unsubsidized employment. Staff will be available to provide presentations on job readiness skills, as well as outreach activities in the rural communities. Other collaborative efforts will include using the centers for job orders, labor market information, coordination of intensive services and for specific training, job fairs, joint-training of staff and participants, and sharing job leads. The Work Force Development Boards and SCSEP will partner promoting the programs offered by SCSEP

and the One-Stops. Both programs support local business interest and working together will increase visibility in their respective communities for both programs.

2. *Actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under other Titles of the OAA. 20 CFR 641.325(e)*

The Lieutenant Governor's Office on Aging (LGOA) is the designated State Unit on Aging and receives Older American Act dollars that partially fund the aging network in South Carolina under the various titles. The network is made up of Area Agencies on Aging (AAA), one located in each of the 10 planning districts and local Councils on Aging (COA). There are 58 councils on aging throughout the state of South Carolina. LGOA administers two title programs other than title V, title 3 and title 7. The specific programs are as follows:

- In-home and community bases services (Title III-B)
- Long term care ombudsman program (Title III-B and Title VII)
- Elder abuse prevention services (Title VII)
- Congregate nutrition services (Title III-C-1)
- Home-delivered nutrition services (Title III-C-2)
- Disease prevention and health promotion services (Title III-D)
- Family caregiver support services (Title III-E)

The SCSEP director will work with the other title program directors to determine what jobs are available and the requirements for those jobs. Training and host agency opportunities will also be explored. The program directors will meet once a quarter, with the first meeting being held in September of each year. State agencies will be solicited to partner with the network and help identify eligible participants for the SCSEP and provide supportive services as appropriate, act as host agencies and provide unsubsidized employment. The SCSEP and Aging Network representatives will meet annually in June of each year. This group will determine what jobs vacancies are projected for a 6 to 12 month period, and the required skills necessary to fill these positions. This information will be shared with the national and state SCSEP grantees. The *Information and Referral Specialist* will be given the job vacancy information and this information will be shared with seniors who contact them with request for various services. Information and Referral Specialist are located statewide, one in each of the 10 planning districts. This program is funded by Title III-B of the Older American Act.

3. *Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, ad programs for those with special needs or disabilities (20 CFR 641.302 (i))*

The state SCSEP program has identified and currently work with a number of organizations that provide services to older Americans: AARP, the senior network, transportation systems, Department of Health and Environmental Control (DHEC), Department of Health and Human Services (DHHS), local departments of social services (DSS), Silver Haired Legislature, South Carolina Ministerial Alliance, Civic organizations, Salvation Army, Literacy Council, Transitions Program, community action

agencies, housing authorities, Veterans Administration, Disability Board, community and faith-based organizations. This list is not complete, but gives an idea of the variety of organizations that will work with SCSEP to provide services to participants.

Each year in September, specific organizations and program representatives are contacted to get an update on the services they provide and the eligibility criteria for participation. This is important to know because a number of SCSEP participants need an array of services to be able to participate in SCSEP. These participants are no different than the larger community. Studies indicate individuals who are, mentally, physically and spiritually healthy are more productive, absentee rate is lower, and they tend to contribute to a better work environment.

Some of the services offered by the programs listed above are: Transitions Program provide homeless individuals with a place to live, assistance with acquiring skills, and employment. Salvation Army and the community action agencies assist individuals with utility bills, department of social services will qualify participants for the food stamp program, if appropriate. We work with the Arthritis Foundation through Health and Environmental Control to provide data and information to participants on chronic disease self-management and self-help through exercise programs. We will continue to identify programs and services to benefit our participants. We will continue to contact service providers to update materials so resources are readily available to assist participants as needed.

4. *Actions to coordinate SCSEP with other labor market and job training initiatives.*
(20 CFR 641.302(j))

The Department of Employment and Workforce will keep the SCSEP community informed of the market trends and job training initiatives; issue a formal report during the annual meeting in September and will update the information as warranted. The SCSEP community will be encouraged to be proactive in acquiring data on market trends by obtaining current literature from market trend sources, for example, *Employment and Market Trends: The Riley Guide*, the annual report from the South Carolina Workforce Investment Zones. The SCSEP community will work with local employees, technical institutions and the Department of Employment and Workforce to provide current job training initiatives.

5. *Actions the State will take to ensure that SCSEP is an active partner in the One-Stop delivery system and the steps the state will take to encourage and improve coordination with the One-Stop delivery system.* (20 CFR 641.335)

The South Carolina SCSEP community (state and national grantees) will continue to work closely with South Carolina Department of Employment and Workforce (DEW) to monitor job market trends and opportunities. Working relationships will be maintained with all DEW offices, including their disability specialist and veteran representatives. Also, SCSEP participants will continue to be assigned at DEW locations to facilitate a cross flow of information and to receive appropriate services. SCSEP will continue to utilize on-line services i.e., South Carolina Works Online Services when training decisions are being made for participants. The SCSEP community will continue to consult with the One-Stops as participants are being transitioned into unsubsidized employment.

The Lieutenant's Governor's Office, the sub-grantees and representatives from the One-Stop delivery system will meet each year in September to discuss pros and cons of the past year as it relates to the collaborative effort of SCSEP and the One-Stop delivery system. A memorandum of understanding will be developed. An action plan detailing corrective action steps will be outlined to address problem areas. Best practices will be shared and grantees will be encouraged to replicate best practices in their respective areas.

6. *Efforts the state will make to work with local economic development offices in rural locations*

LGOA will identify a contact person from the local Economic Development Board in order to market SCSEP and to obtain information concerning employment trends in the prospective area. This information will help the SCSEP State Director to provide guidance in a timely manner.

B. *Describe the long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e))*

- The SCSEP community (national, state, sub-grantees) will work as a unit
- The SCSEP community will invite state holders to local annual planning meeting to be held in October of each year, local business owners will be invited
- The SCSEP community will continue to develop relationships with local businesses
- The SCSEP community will work closely with the South Carolina Department of Employment and Workforce, the Department of Commerce and the Governor's Office and others in promoting older workers initiatives when new industry is locating to the state.
- The SCSEP community will work to establish relationships with local organizations and agencies
- The SCSEP community will schedule an annual meeting with potential stakeholders to discuss the older worker, their needs, skills and successes
- The SCSEP community will develop a promotional advertisement focusing on the advantages of hiring an older worker

C. *The state's long-term strategy for serving minorities older individuals under SCSEP (20 CFR .302(c))*

The most recent data (Minority Analysis April 2016) revealed the following facts about minority participation in the SCSEP program for South Carolina. African Americans (Blacks) make up the largest minority population in South Carolina at 41.08 percent. However, this group participated in the SCSEP program at 52 percent for a 124.5 percent SCSEP served population incidence. Hispanics make up 1.9 percent of the population and participated in the SCSEP program at .3 percent for a population with a served incidence of 17.9 percent. American Indians Asian and Pacific islanders comprise one percent or less and had no significant in the SCSEP serves population incidence. Outreach activities will focus on all minority populations. Specific strategies will include:

- Working with the local workforce development boards in identifying minorities that are eligible for the SCSEP program
- Developing media outreach campaigns
- Continue to develop new recruitment tools to more adequately reflect the older worker and their respective cultures
- Identify and recruit liaisons from minority communities that will work with the local SCSEP programs in an advocacy /consultant capacity
- Continue to develop SCSEP materials in Spanish
- Staff SCSEP sites with Spanish- speaking individuals
- Update data collection systems to accurately tract minority participation
- Provide cultural sensitivity training to staff every two years and to new hires at the time of hiring
- Utilize culturally relevant media
- Utilize community organizations that work with minority communities
- Utilize community venues, libraries, faith based groups, beauty and barber shops, aging networks, social, fraternal and civic organizations
- Evaluate progress quarterly and make note of best practices

C. Provide a list of community services and the exact places where these services are most needed. Specifically, the plan must address the needs and location (s) of those individuals most in need of community services and the groups working to meet their needs. (20CFR 641.330)

The specific locations for the services for most in need will be the poorest counties in South Carolina, which are: Allendale, Williamsburg, Bamberg, Spartanburg, North Charleston, Clarendon, Lee and Marion counties. Detailed information can be seen on page 22.

The need for community services, resources that enhance the lives of the residents in a specific location, varies depending on the area. However, there are some basic services that are needed throughout the state by the majority of the residents. These are the services that will be discussed.

Transportation-South Carolina is primarily a rural state. Therefore there are substantial distances between towns and substantial distances to health care systems, schools, churches, municipal governments, libraries, grocery stores, cultural events and recreation activities. There are some transportation systems in rural areas with limited service. Transportation is also a problem in the more metropolitan areas of Columbia, Charleston, Greenville-Spartanburg and Florence, like the rural areas, there is considerable distances to services and again, the public transportations systems are limited in terms of service hours and destinations. The most in need category is applicable statewide, however, the poorest counties, it would logically follow, are the ones in greatest need (See chart of poorest counties in SC). The SC Transportation Department and the Human Services Transportation Committee are the organizations working to address transportation issues. Transportation is critical for seniors, older workers, persons with disabilities, as well as low to moderate income residents of South Carolina. The Lieutenant

Governor's Office on Aging will continue to work as a member of the SC Human Services Transportation Coordinating Committee to develop plans to meet the demands of all South Carolinians. The committee was established by Executive Order.

Acute Care and Long Term Care- There is an increased in the number of individuals who are 65 years old and older who are frail and reside in South Carolina. As a result there will be an increased need for acute and long term care, both institutional and community based. Again the need is statewide with the poorest areas have the greatest need. The Long-Term Care Workgroup is the organization that addresses this need for the state. The group is made up of members from the following organizations: Department of Health and Human Services, AARP, Protection and Advocacy for People with Disabilities, Inc., S.C. Institute for Medicine and Public Health, Alzheimer's Association, Area Agencies on Aging, Capitol Information Affiliates, Enabling Technologies Associates, Inc., S.C. Association of Residential Care Homes, Brain Injury Association of South Carolina, Silver Haired Legislature, SC Department of Health and Environmental Control, S.C. Hospital Association, Medicaid Health Plans of South Carolina, S.C. Home Care and Hospice Association, National MS Society, SC Respite Coalition.

Increase Low Literacy-South Carolina has the third highest adult illiteracy rate in the nation. This social ill has manifested itself in high unemployment rates, a workforce, in some instances, are not marketable, and a disenfranchised unemployed population. An increased investment in the education system would have a significant impact on the literacy rate in the state. The infamous "Corridor of Shame" that drew national interest in rural South Carolina is only one example of the poor quality of some schools in our state. The Lieutenant Governor's Office on Aging works with the Literacy Council and the school districts advocating for literacy and encouraging older workers to get their high school diploma or equivalent.

E. Describe the long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the state, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the department as appropriate. (20 CFR 641.302(k))

- Emphasize the importance of supportive services to sub-grantee(s) as well as participants
- Develop a workshop on the role of supportive services and its role to the successful SCSEP participant
- Work with host agencies to make them more accountable for the training they provide
- Change the thinking of participants who believe their training assignments is employment
- Offer computer skill training to each participant
- To continue to work with national grantees so they become a viable part of the SCSEP community (state and national grantees) in the state
- Meet with representatives of the SCSEP community at least twice a year
- Continue to share information among the SCSEP community within the state
- Develop a more detailed Individual Employment Plan (IEP) and closely monitor the plans
- The SCSEP community become more aggressive in serving individuals with physical and mental disabilities, language barriers, social or physical isolation

- Provide more meaningful community service opportunities for participants and provide opportunities for participants to acquire marketable skills
- Clearly communicate the role of host agency to host agency as well as participants
- Clearly communicate the goals of the SCSEP to participants
- Clearly communicate the goals of the SCSEP to the communities
- Become more visible in the community
- Solicit the Department for more funding for staff and supportive services

F. Describe a strategy for continuous improvement in the level of performance for SCSEP participants entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302)

South Carolina performance levels were good overall. The categories measured are: *entered employment* achieved at 107.9 percent, *retention* at 116.6 percent, *participant earnings* at 94.3 percent and *most-in-need goal* at 98.9 percent. Improving these levels is a consistent goal. The participant earnings category is the area where more works need to be done. Developing and maintaining partnerships is critical to the attainment of the goal. Several strategies are planned.

- Keeping informed and understanding local and regional labor market demands, this approach drives the individual training and community service assignments and create a better opportunity for participants to be trained and placed in specific jobs where they live
- Working with the local educational and training programs to provide a pool of older workers to meet the demand
- Developing partnerships with the various industry representatives
- Engaging in activities that promote the SCSEP concept
 - a. Provide a quarterly newsletter that highlights accomplishments
 - b. Participate in local activities, for example, employment seminars, speak at local churches
 - c. Coordinate presentations with social security administration and local units on aging
- Providing orientations annually for host agencies
- Working with the local Workforce Development Boards in establishing new protocols as appropriate
- Provide computer skills training to participants so they can access on-line tools for employment opportunities and resources
- Development of partnerships with local human resource directors
- Provide supportive services to help ensure participants can function optimally during the training session
- Closely monitor the participants progress and make changes as appropriate

III. Location and Population Served, including Equitable Distribution

A. Description of Localities and populations for which project of the type authorized by title V are most needed (20 CFR 641.325 (d))

Currently, South Carolina has a total of 545 SCSEP slots reduced from 585 allotment in 2016. The national contractor Goodwill Industries was awarded 434, the state was awarded 111 down from 121 slots in 2016. SCSEP services are available statewide to all of South Carolina's 46 counties and 10 planning districts. The planning districts are the designated economic development areas and determine what services are needed and provided in their respective areas. What follows are the planning districts, counties incorporated in the district and the number of SCSEP slots: **Appalachia** (Anderson, Cherokee, Greenville, Oconee, Pickens and Spartanburg), 90 slots, **Upper Savannah** (Abbeville, Edgefield, Greenwood, Laurens, McCormick and Saluda) 30 slots, **Catawba** (Chester, Lancaster, York and Union) 38 slots, **Central Midlands** (Fairfield, Lexington, Newberry and Richland), 37 slots, **Lower Savannah** (Aiken, Allendale, Bamberg, Barnwell, Calhoun, and Orangeburg) 50 slots, **Santee-Lynches** (Clarendon, Kershaw, Lee and Sumter) 21 slots, **Pee Dee** (Chesterfield, Darlington, Dillon, Florence, Marion, and Marlboro) 62 slots, **Waccamaw** (Georgetown, Horry, Williamsburg) 30 slots, **Trident** (Berkeley, Charleston, and Dorchester), 90 slots, **LowCountry** (Beaufort, Colleton, Hampton and Jasper) 25 slots.

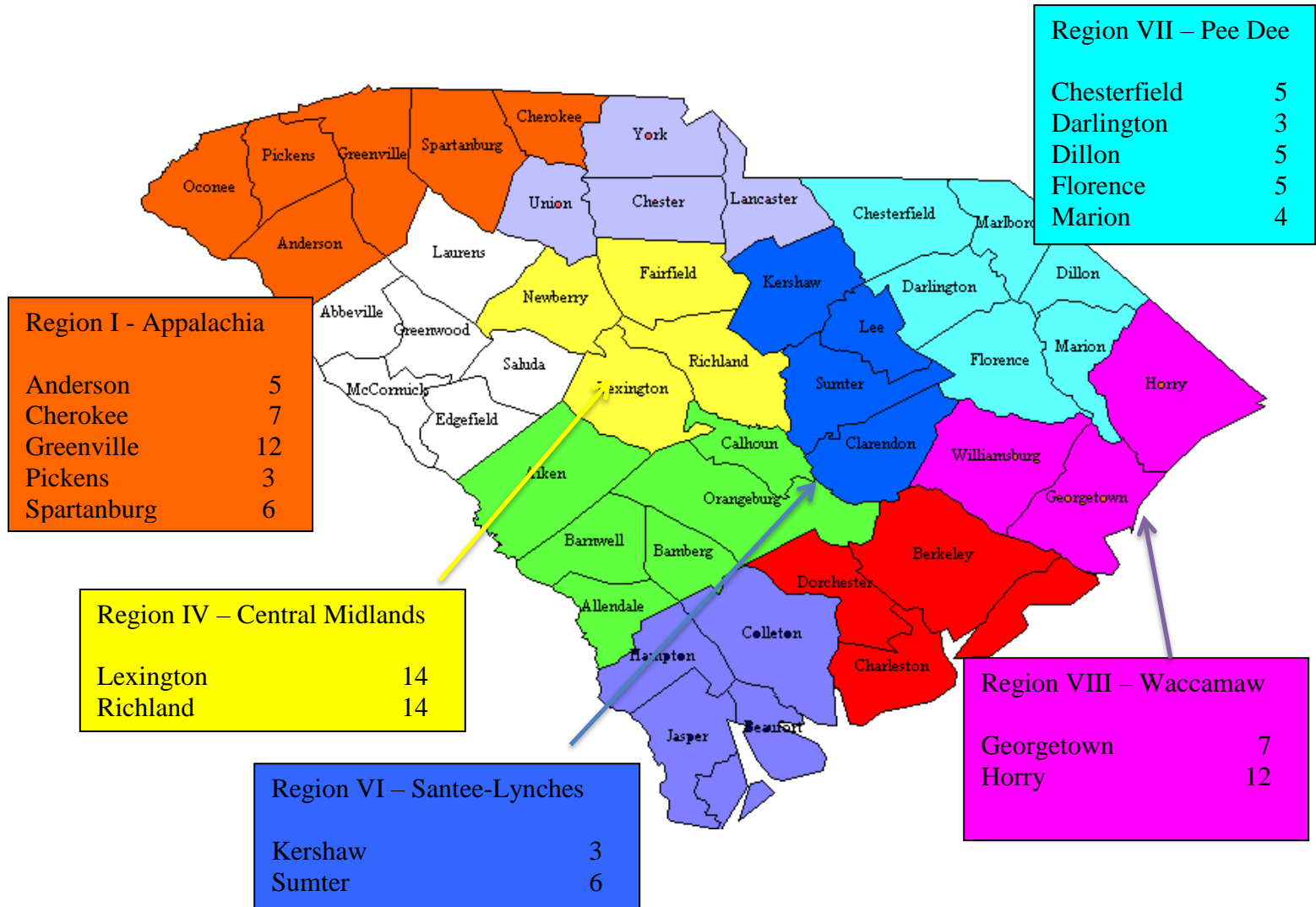
Eight Counties in South Carolina have been identified as the poorest counties in the state. Again all counties in South Carolina receive SCSEP services. Out of the 8 counties listed below, SC state SCSEP has slots in only two counties, Marion and Spartanburg.

Chart 1.8 SOUTH CAROLINA'S EIGHT POOREST COUNTIES

COUNTY	POVERTY LEVEL	UNEMPLOYMENT RATE
ALLENDALE	32.1%	16.90%
WILLIAMSBURG	25.8%	12.50%
BAMBERG	23.1%	15.30%
SPARTANBURG	23.3%	10.40%
NORTH CHARLESTON	23.2%	8.20%
CLARENDON	23.2%	14.70%
MARION	21%	18.00%
LEE	21%	12.6%

LGOA has been awarded 111 state slots for the 2017-18 program year. SCSEP state slots are distributed in 16 of the 46 counties: Anderson, Cherokee, Chesterfield, Darlington, Dillon, Florence, Georgetown, Greenville, Horry, Kershaw, Lexington, Marion, Pickens, Richland, Spartanburg and Sumter. There has not been significant change in the distribution of SCSEP state slots during the last two years. See map and equitable distribution chart (1.9) below for detailed information.

**Authorized Positions
South Carolina SCSEP
Lieutenant Governor's Office on Aging**



Service Area

Appalachia, once an oasis for manufacturers, is rebounding and once again offers an array of training and employment opportunities in the manufacturing, trade, research, technology, health and tourism. Greenville and Spartanburg, traditionally known for its textile industry has become one of the leading manufacturing and warehousing centers in the world. Greenville is the most populous county in South Carolina and is located in one of the fastest growing regions of the country. The Greenville-Spartanburg-Anderson standard metropolitan statistical area (SMSA) is ranked number 7 in the nation for economic development. There are 23 universities

in the area. It is an international business center with high per capital foreign investments and numerous international firms, including BMW, Fuji Film, Michelin North American Headquarters. The region offers an excellent transportation system, including highways, rail and truck lines, Greenville-Spartanburg International Airport and proximity to the port city of Charleston South Carolina. Central Midlands, region IV, encompasses Fairfield, Newberry, Richland and Lexington Counties. Columbia is the capitol city and is located in Richland County. It is the hub of state government and is the home of the University of South Carolina. Region VII, Florence County is a center for industry, medicine, finance, education and trade. Other counties in this region are primarily noted for tourism.

There are 18 counties in South Carolina with the highest percentage of people who are 55 or older and living below the poverty level. Ninety percent of these areas have been identified as areas of persistent unemployment and do not have the systems to support training nor provide employment opportunities. Another problem in developing a competitive workforce is the outward migration of persons with the highest educational attainment seeking their fortune elsewhere. Additionally, those companies considering moving their operations to South Carolina are discouraged in many instances because they are looking for an existing skilled workforce.

All regions of South Carolina are in need of the SCSEP services based on the composition of the state. The Metropolitan Statistical Areas of South Carolina are no different from the rest of the country in that these areas offer more training and employment opportunities. However, South Carolina is primarily a rural state located in the South and has decades of social ills perpetuated by poor housing stock, social isolation, lack of education attainment and discrimination and the inability of the poor to negotiate systems. In every planning district there are pockets of individuals who can and have benefitted from the SCSEP.

Unfortunately, some things do not change. The areas where the SCSEP is most needed, in many instances, do not have the systems to support training nor provide unsubsidized employment opportunities. The poorest counties in the state are very rural, isolated, there is no industry, the young and the brightest leave, therefore, there is no incentive for new industry to locate in these areas and no incentive for those who want to start small businesses. These areas have aging populations, services are still being provided by adjacent towns that may be 30 to 40 miles away. Poverty is apparent; transportation is a problem, and the housing stock as well as the education system is substandard .

There are rural areas in South Carolina that are not isolated because they are in close proximity to larger cities, for example, the rural areas around Greenville-Spartanburg and the North Charleston. There are pockets of poverty due to low education attainment, discrimination and cycling poverty. These areas have great potential for the SCSEP. They have existing industry and businesses, good school systems, technical educational systems, located in growth areas of the state with employment opportunities.

B. List the cities and counties where the SCSEP project will take place. Include the number of SCSEP authorized positions and indicate if and where the positions changed from the prior year.

See page 20 for the cities and counties where the SCSEP will take place and the authorized positions. There were eight shifts in slots from the previous year, 2015. No changes were significant. Four of the smaller counties lost one slot each (Sumter, Anderson and Chesterfield, Georgetown and Sumter). Richland County, one of South Carolina's larger counties lost one slot. Slots were increased by two in the following counties Horry, and Lexington, two of the fastest growing counties in the state. Kershaw County gained one slot. Kershaw is located in the center of the state and is in close proximity to Richland County. See Equitable Distribution chart below.

Chart 1.9 Equitable Distribution

County	# of Slots (16)	# in 2015	Loss/Gain
Anderson	6	7	-1
Cherokee	8	8	0
Chesterfield	5	6	-1
Darlington	3	3	0
Dillon	5	5	0
Florence	5	5	0
Georgetown	8	9	-1
Greenville	13	13	0
Horry	13	11	+2
Kershaw	6	5	+1
Lexington	13	11	+2
Marion	4	4	0
Pickens	3	3	0
Richland	15	16	- 1
Spartanburg	7	7	0
Sumter	7	8	-1

C. Describe any slot imbalances and proposed steps to correct inequities to achieve equitable distribution

There doesn't appear any slot imbalances in South Carolina state slots. National slot imbalances will be addressed as the state and national grantees meet and review future data.

D. Explain the State's long-term strategy for achieving an equitable distribution of SCSEP positions within the State that:

- 1. Moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365***
- 2. Equitably serves both rural and urban areas within the State***
- 3. Serves individuals afforded priority for service under 20 CFR 641.520 (20 CFR 641.302(a), 641.365, 641.520)***

South Carolina had a changing of the guard as it relates to companies implementing SCSEP. Experience Works and Goodwill Industries were the sub-grantees for South Carolina SCSEP for five years (2011-2014). Currently South Carolina has one sub-grantee, Goodwill Industries of the Upstate/Midlands, SC, Inc. There are two national grantees in the State, Experience Works and AARP. All contractors were relatively new to SCSEP and most of time was spent getting to know their respective service areas and implementing the program. LGOA will take the lead and convene all contractors in September, 2016 to renew our efforts to build meaningful partnership and identify those areas where collaborative efforts are not only desired but necessary to carry out the goals of SCSEP in South Carolina.

LGOA will again develop a plan that will address new census or other reliable data indicating that there has been a shift in the location of eligible populations or when there is over-enrollment for any other reason. The plan will discuss the need for a gradual shift in positions to accomplish equitable distribution. It will include instructions for transferring slots along with specific language which defines the criteria to warrant the transfer. Additionally, the plan will stipulate, grantees must submit, in writing, any proposed changes in distribution that occur after the submission of the equitable distribution report. The plan will also instruct all grantees to coordinate any proposed changes to the Department for approval. The request for the Department's approval must include the comments of the State SCSEP Director, which the Department will consider in the making the decision (641.365). before any changes are made the national and state grantees must meet to discuss proposed changes. Additionally, current data will be reviewed to ensure urban and rural areas are being served equitably as well as individuals afforded priority for service under 20 CFR 641.520. LGOA will develop a calendar to convene SCSEP providers once a quarter. Meeting agendas will be developed by the attendees. Once again, sharing information consistently will be critical to ensuring equitable distribution issues are addressed in a deliberate and timely manner. Equitable distribution strategies should improve with increased emphasis on the SCSEP grantees acting in a more coordinated fashion.

South Carolina reflects South Carolinians are being served in both urban and rural areas, additionally, individuals afforded priority of services are also receiving services.

E. Provide the ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325 (a))

See Appendix A

F. Provide the relative distribution of eligible individuals who:

1). Reside in urban and rural areas within the state

Because South Carolina is mostly rural with a few major urban centers, the relative distribution of individuals who live in rural counties versus those who live in urban centers reflect the populations in those areas, i.e., the smallest numbers of Title V positions are allocated to the small rural counties and the larger more urban counties have the highest allocations.

2). Have the greatest economic need

This conversation will focus on individuals at or below the poverty level established by the United States Department of Health and Human Services and approved by the Office of management and Budget.

Many older workers need employment to meet their basic needs for housing, food, transportation and medical care. Over one-fourth of South Carolinians 55 and older depend exclusively on Social Security for income. In South Carolina of those 65-74, 12.7 percent had incomes below the poverty level, and 19.3 percent of those over age 75 live in poverty. Percentages increase significantly among African Americans in our state with 30.1 percent of those 65-74 and 36 percent of those 75 plus live in poverty. The overall profile for older workers have not changed significantly for older workers in the past five years, if any changes have occurred, the picture is not encouraging. Older workers are staying in the workforce longer. For many who have retired discovered their pensions/social security benefits are insufficient and find themselves in the ranks of the poor. Medical bills claim a disproportionate amount of their fix incomes. Many seniors go back to work in low wage jobs because they are easier to get than those jobs requiring higher skill levels. Many low-income older workers not continue to work well into their late seventies and early eighties. For them the choice is economic security.

The number of eligible older workers is expected to continually increase nationally. It is estimated that in 2020, older workers 55 years and older will comprise 23 percent of the total workforce. Additionally, the Bureau of Labor Statistics predicts that the percentage of workers over the age of 75 in 2020 will double from the 2000 level. This trend will result primarily from the baby boomers.

3). Are Minorities

In South Carolina 27.3 percent of the population 55 and older in South Carolina are considered minority. Thirty-six percent of African American women age 65 and older live in poverty as compared to only 12.1 percent of their white counterparts. Census 2010 for South Carolina showed that while 10.9 percent of whites 60 and older lived below poverty level, thirty-three percent of African-Americans were below poverty level. The general population data is similar, with 15 percent of whites, 37 percent African Americans and 29 percent Hispanics are below the poverty level.

4). Are limited English proficiency

It is estimated that less than a percentage of SCSEP participants have limited English proficiency and these individuals are disbursed throughout the state. The highest incident can be seen in rural areas if English is their first language and education attainment is low.

(5). Have the greatest social need (20 CFR 641.325(b))

Social needs and economic needs are closely related. If a person cannot access goods and services, isolation is usually the result. Again, South Carolina is very rural, thirty-seven of the forty-six counties are classified as rural and these counties have a high rate of poverty. Social need is a direct result of the inability to access goods and services. This inability often leads to isolation. Isolation is a direct contributing factor to acquiring and maintaining those components that satisfy the human spirit, i.e., friendships, romantic attachments, family, social groups, church and religion and affiliations with organizations.

G. Describe the steps taken to avoid disruption to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20CFR 641.365; when new census or other reliable data become available, or when there is over-enrollment for any other reason (20 CFR 641.325(i), 641.302(b))

Communication within the SCSEP community; national grantees, state grantee, sub-grantees, will be important if distributional shifts occur. Therefore, quarterly meetings will be held with the SCSEP stake-holders in South Carolina. The Lieutenant Governor's Office on Aging, the designated state unit on aging, will facilitate the meetings. An array of pertinent SCSEP information will be shared at the meetings including data that might necessitate redistribution, i.e., over-enrollment. The SCSEP community will work as a coordinated unit. A general plan will be devised to prepare for the least disruption when change occurs. The plan will include a gradual shift of positions and increase efforts to place participants in unsubsidized employment in over-served areas. LGOA and sub-grantee will work with the One-Stops and encourage personnel to identify SCSEP participants as a priority and work aggressively to place them in unsubsidized positions. The general plan will be discussed not only with the sub-grantee's staff, but with participants as well. Everyone becomes a stake-holder and if a change becomes necessary, everyone, including participants, will be less likely to react negatively.